

SUPPORT PLANNING PROCESS POSITIVE BEHAVIOR SUPPORT

OVERVIEW/DEFINITIONS:

Individuals who exhibit challenging behaviors deserve to be treated with the same dignity and respect as all other members of the community. They have the right to supports that enhance the quality of their life. These supports must use strategies that are acceptable in typical community life and are not painful or punitive to the individual.

Positive behavior support is essentially a communication-based method of addressing challenging behaviors in persons with developmental disabilities. It is an outgrowth of research done over the past 15 years, which has shown that challenging behaviors are communicative.

PBS has four main components:

- 1) Functional (behavioral) assessment (an information gathering process)
- 2) Comprehensive intervention (proactive / preventative strategies, intensive strategies, crisis intervention)
- 3) Lifestyle enhancement (person-centered thinking and planning process)
- 4) Team approach (collaborative team work, supporters promotes the process, etc.)

The basic premise of [Positive Behavior Support](#) is:

- All behavior is purposeful – it achieves something, avoids something or communicates something.
- People tend to repeat behaviors which lead to rewards and tend NOT to repeat behaviors that do not get them what they want.
- People act the way they do for a single reason or for many reasons
- Defining the problem behavior and understanding the purpose is the basis for successful interventions and teaching strategies

The goal of positive behavior support is to enhance an individual's inclusion in the community, teach skills, increase independence and encourage respected roles.

In providing positive behavior support, we do not use aversive interventions or punishments or in other ways infringe upon people's rights. Instead, non-aversive strategies are designed that lead to lasting generalized changes in behavior, rather than short-term "fixes".

To prevent aggressive or challenging behaviors we use proactive strategies such as:

- Re-directing people to more positive ways of behaving
- Not rewarding ineffective or problematic behavior with attention unless absolutely necessary
- Rewarding other desirable behavior which helps them reach their goals.

- Identifying things the person finds rewarding and using those things to consistently reinforce positive behaviors
- Providing opportunities for choice-making
- Teaching alternative skills and adaptive ways of achieving the results that people are currently achieving through their problematic behaviors
- Training staff about necessary supports and appropriate positive interventions
- Structuring the environment in such a way that the person is more likely to experience good outcomes.

Instead of punitive measures, we use reactive strategies such as:

- Active listening
- Changing the stimulus or antecedent
- De-escalation of behaviors using techniques taught in Mandt or CPI training classes, as well as Tools of Choice skills: stay-close hot, redirect, reinforce and pivot.

Intervention strategies such as:

- Environmental changes
- Teaching alternative skills
- Training people who will be implementing the plan.

SUPPORT COORDINATOR (FORMALLY SERVICE COORDINATOR) ROLES/RESPONSIBILITIES:

Support coordinator s will work with contracted providers in keeping adequate and appropriate methods of observation to ensure objectives are being met.

Ensure a plan for restoring rights, if limited for health and safety reasons, is in place and that recommendations for additional support are provided when rights are restored.

Understand the process for the completion of a functional analysis and the development of a positive behavior support plan when requesting this support.

Knowledge of behavior support services that can be authorized through each of the [Missouri Medicaid waivers](#).